

Kathleen M. O'Toole

Kathleen O'Toole is a career police officer and lawyer who has earned an international reputation for her principled leadership and reform strategies.

In 2012, Kathleen completed a six-year term as Chief Inspector of the Garda Síochána Inspectorate, an oversight body responsible for bringing reform, best practice and accountability to the 17,000 member Irish national police service.

Prior to serving in Ireland, Kathleen rose through the ranks of local and state policing in the United States. During her police career, Kathleen was assigned to numerous patrol, investigative, undercover, supervisory and management positions. She served as Superintendent (Chief) of the Metropolitan District Commission Police and Lieutenant Colonel overseeing Special Operations in the Massachusetts State Police. She was later appointed Massachusetts Secretary of Public Safety (1994) and Boston Police Commissioner (2004). She was the first woman appointed to all of these senior positions.

As Secretary of Public Safety, Kathleen oversaw twenty agencies, boards and commissions with more than ten thousand personnel, including the Massachusetts State Police, the Department of Correction, the Massachusetts Emergency Management Agency, Fire Services, the Criminal Justice Training Council, and the Registry of Motor Vehicles. She promoted unprecedented collaboration between government agencies, the private sector, the non-profit community and academia. She reorganized the Secretariat to promote greater efficiency and was a champion for new technologies. During her tenure, crime dropped dramatically throughout the state and the quality of life improved significantly, particularly in urban neighborhoods.

As Boston Police Commissioner, Kathleen continued to demonstrate principled and effective leadership during very challenging times. She oversaw the successful safety and security operation at the 2004 Democratic National Convention, the first presidential nominating convention post-9/11. Working in close collaboration with public and private sector partners, she developed and enhanced prevention and intervention programs to address the root causes of violence in Boston neighborhoods. She spearheaded several reform initiatives and launched the Boston Regional Intelligence Center, one of the nation's first major city fusion centers.

Kathleen has worked on many high-profile projects. In 1999, she was retained as a consultant to the United States Department of Justice Civil Rights Division to examine New Jersey State Police practices and procedures following serious allegations of police profiling. In 1998-1999, she was a member of the Independent Commission on Policing in Northern Ireland (The Patten Commission). The Commission transformed policing there as part of the Peace Process. In 1999, she chaired the Boston Fire Department Review Commission that called for sweeping reforms. In 2009, Kathleen served on a four-person panel that published recommendations for reforming the Northern Ireland Prison Service. Recently, she was a member of the Independent Commission on Policing in England and Wales. The group published its findings in late 2013. She currently

serves as Joint Compliance Expert overseeing an agreement between the US Department of Justice and the Town of East Haven, CT to ensure constitutional policing.

Kathleen earned a BA from Boston College, a JD from New England School of Law and was admitted to the bar as a practicing attorney in 1982. She is in the process of completing her PhD thesis at the Business School of Trinity College, Dublin. The thesis focuses on change management in large police organizations. Kathleen attended many executive development programs, including the FBI National Executive Institute, the Program for State Managers at the JFK School of Government at Harvard University and a senior executive program at the Sloan School of Management at MIT. She is a life member of the International Association of Chiefs of Police and has served as a member of the Committee on Terrorism since 1999.

Kathleen currently lives in Massachusetts with her husband, Dan, a retired Boston Police detective. They have one adult daughter, Meghan.

Kathleen M. O'Toole

Education and Degrees

Boston College	1976	BA Political Science
New England School of Law	1982	Juris Doctor
Trinity College, Dublin	Present	PhD Candidate Business

Admitted to Bar - 1982

Honorary Doctor of Laws - 1998 New England School of Law

Honorary Doctor of Laws - 2005 Suffolk University

Professional Experience

2006 – 2012 Garda Síochána Inspectorate, Ireland

Served as Chief Inspector of 16,000 member Irish National Police Service. Appointed to reform and modernize the organization and to advise the Irish Minister of Justice on policing and security.

2004 – 2006 Boston Police Department, Boston, MA

Served as Commissioner/Chief of major city police organization. Staunch proponent of community policing. Oversaw planning and operations for major events, including Democratic National Convention, Patriot's World Championship celebration and Red Sox World Championship celebration. Established Boston Regional Intelligence Center, once of the nation's first major city fusion centers. Instituted significant organizational and cultural reforms. Addressed numerous crises in a principled and effective manner.

2000 – Present O'Toole Associates, LLC, Boston, MA

President and founder of international consulting firm with offices in Boston, MA. Firm provides services to government and industry clients. Areas of focus include policing, public safety, security services, special events planning, change management, economic and business development.

1998 – 1999 Patten Commission, Northern Ireland

Appointed by British Government to serve on eight-member international panel established to create a new strategy for policing in Northern Ireland as part of the Peace Process there. The commission created a model for policing in a democratic society, with particular focus on accountability and professional standards.

1994 – 1998 Commonwealth of Massachusetts

Served in Governor's Cabinet as Secretary of Public Safety. Oversaw twenty agencies, more than 10,000 employees and an annual operating budget exceeding \$1 billion. Agencies included Massachusetts State Police, Department of Correction, Parole, Registry of Motor Vehicles, Fire Services and Emergency Management.

1992 – 1999 Massachusetts State Police

Served as Lieutenant Colonel, Special Operations Division Commander. Responsible for all tactical and traffic operations and units. Directed all special events planning and operations including World Cup Soccer. Oversaw consolidation of four state police entities. (Maintained sworn State Police status while serving as Secretary of Public Safety)

1990 – 1992 Digital Equipment, Maynard, MA

Corporate Security Manager responsible for white collar crime investigations, executive protection and crisis management. Held international responsibility in these categories.

1986 – 1990 Metropolitan District Police, Boston MA

Served as Deputy Superintendent, Administrative Services and Deputy Superintendent of Patrol Services before appointed Superintendent/Chief of this state-funded regional police service responsible for highways and other state-owned properties in ninety communities in and around Boston.

1979 – 1987 Boston Police Department, Boston MA

Served as a line officer, supervisor and manager across patrol, investigative and administrative bureaus.

**Relevant
Professional
Affiliations**

International Assn. of Chiefs of Police (Terrorism Committee)
Police Executive Research Forum
Major City Chiefs Association
FBI National Executive Institute Associates
Massachusetts Bar, U.S. District Court Bar
Life Trustee – University of Limerick
Fulbright Commission - Ireland